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TRIPURA GAZETTE

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PART--I-- Orders and Notifications by the Government of Tripura, The High Court, Government Treasury etc.

GOVERNMENT OF TRIPURA
HEALTH & FAMILY WELFARE DEPARTMENT.

F.No.1(05)MS/ESTT/AGMC&H/Pay/F/18/26562-77 Dated, Agartala the 27th August, 2019.

NOTIFICATION

Subject:- Revision of pay scales of regular faculty members of AGMC under the purview of UGC on the recommendation of 7th CPC.

The Government of India, Ministry of Human Resource Development (MoHRD), Department vide their letter No.1-7/2015-U.II(1) dated 2nd November 2017 has communicated the new scheme of revision of pay of teachers and other academic staff in Degree Colleges under the purview of UGC with a copy to all the State Governments for taking necessary action. In the said letter it has been indicated that the scheme shall be applicable to teachers and other academic staff in Degree Colleges and other Degree level institutions under the purview of UGC.

The Government of Tripura, Education (Higher) Department has already notified the revision of pay scales for the teachers in the State Universities, General Degree Colleges, Institute of Advance Study in Education, CTE, Music College, Law College under the purview of UGC on the recommendation of the 7th CPC vide No.F.1(499)-DHE/Estt(G)/2017/728 dated 25th June 2019.

After careful consideration of the matter, the Health & Family Welfare Department, Government of Tripura has decided to extend this scheme of revision of pay as recommended by the Government of India for the regular faculty members of Agartala Government Medical College (AGMC) keeping in conformity with the ROP Notification of the Education (Higher) Department for the teachers in the State Universities, General Degree Colleges, Institute of Advance Study in Education, CTE, Music College, Law College under the purview of UGC on the recommendation of the 7th CPC.

This will not extend to posts such as Basic Teachers (Tutor, Registrar/Senior Resident), Workshop Superintendent and other support staff/non-teaching posts.

"The revised pay structure and other provisions of the scheme" shall be as under:

1. Pay Fixation Method:

The revised pay structure for the regular faculty members of AGMC is based on the following conditions:-

a. The formula followed by the 7th CPC is followed in the academic pay structure moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.

b. The first academic level (corresponding to AGP of Rs. 7,000/-) is numbered as academic level 11. Similarly, the other academic levels are 12, 13A and 14 for regular faculty members of AGMC.

c. Each cell in an academic level is at 3% higher than the previous cell in that level.

d. The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs. 10,000/- and 2.72 for the AGP of Rs. 10,000/- and above.

2. Revised pay for regular faculty members of AGMC and equivalent positions:

Sl. No.	Existing Pay	Revised Pay
1.	Assistant Professor (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level **11** with rationalized entry pay of Rs. 68,900)
2.	Assistant Professor (at Rs. 8,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level **12** with rationalized entry pay of Rs. 79,800)
3.	Associate Professor (at Rs. 9,000 AGP in PB Rs. 37,400-67,000)	Associate Professor (at Academic Level **13A** with rationalized entry pay of Rs. 1,31,,400)
4.	Professor/ Principal/ Joint Director/ Director of Medical Education (at Rs. 10,000 AGP in PB Rs. 37,400-67,000)	Professor/ Principal/ Joint Director/ Director of Medical Education (at Academic Level **14** with rationalized entry pay of Rs. 1,44,200)

3. The entry pay for each level shall be as below as per 7th CPC (UGC) recommendation:

Cadre Structure and Mode of Appointment and Entry Pay

Sl. No.	Designations of Teaching Faculty	Academic Grade Pay (Rs.)	Entry Pay (Rs.)	Level	Mode of Appointment
1.	Assistant Professor	7,000	68,900	11	Direct Recruitment
2.	Assistant Professor (after 5 years)	8,000	79,800	12	By length of Service
3.	Associate Professor	9,000	1,31,400	13A	Promotion / Direct Recruitment
4.	Professor/ Principal/ Joint Director/ Director of Medical Education	10,000	1,44,200	14	Promotion / Direct Recruitment

The Pay Matrix based on the above proposition on Academic Levels Cells and Entry Pay as per 7th CPC is placed at **Annexure-I.**

4. Date of Effect: The revised pay-scales shall be effective from **01.10.2017**

5. Pay Fixation formulae under Revised Pay Matrix:

For Fixation of pay of a regular faculty member of AGMC in the Pay Matrix as on **1st October, 2017**, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on **30th September, 2017** shall be multiplied by a **factor of 2.57**, rounded off to the nearest Rupee. The figure so arrived at is to be located in the Academic level corresponding to faculty's Pay Band and Academic Grade Pay in the new Pay Matrix at Annexure- 1. If such resultant figure corresponds to any cell in the applicable Academic Level of the Pay Matrix, the same shall be the pay. However, if no such cell is available in the applicable Academic Level of the Pay Matrix, , the pay shall be fixed at the immediate next higher cell in that applicable Academic Level of the Pay Matrix. If the figure so arrived at in this manner is less than the first cell of the applicable Academic Level, then the pay shall be fixed at the first cell of that Academic Level of Pay Matrix. If more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay shall be fixed in the subsequent cell in the applicable Academic Level of the Pay Matrix.

6. Pay Fixation in case of Direct Recruitment / Promotion:

The pay of employees appointed by direct recruitment on or after **1st day of October, 2017** shall be fixed at the minimum pay or the first cell in the Academic Level, applicable to the post to which such employee is appointed.

In case of promotion, candidate would be given a notional increment on his pay in the existing Academic Level of the Pay Matrix. The resultant figure so arrived at, shall be located in the new Academic Level corresponding to the post to which the candidate has been promoted. If a cell identical with the resultant figure is available in the new Academic Level of the promotion post, that cell value shall be the new pay, otherwise the next higher cell vertically down in that Academic Level shall be the new pay of the employee. If the pay arrived at in this manner is less than the value of the first cell in the new level corresponding to the promotion post, then the pay shall be fixed at the first cell of the Academic Level corresponding to the promotion post.

. Date of Increment:

(i) Annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. Annual increments to each employee would move up his/her pay in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell vertically down in the same academic level of the Pay Matrix.

(ii) There shall be only one date of increment **i.e. 1st July of every year.**

8. Promotion will be as per the applicable Service Rules in force.

9. Arrears: The revised pay including arrears of salary and entitled allowances applicable from the date of effect as mentioned above shall be paid to all eligible stakeholders under this scheme. Payment of arrears for the period from 1.10.2017 to 31.08.2019 shall be disbursed in four quarterly installments during 2019-20 alike Degree college teachers or in multiple installments as decided by the Finance Department, as the case may be.

10. DA and Other Allowances: All allowances including DA shall be applicable as per State Government norms at the existing and prevailing rate as applicable for the posts and as notified from time to time.

11. Age of Superannuation: The existing provisions on superannuation of regular faculty members of AGMC shall continue. The age of superannuation of all regular faculty members and Principal of AGMC shall be 65 (sixty five) years.

12. Pension, Gratuity, Family Pension, GPF, Leave Encashment and Other Pensionary Benefits: All pensionary benefits including leave encashment shall be extended to faculty members as per the norms implemented by the State Government.

13. Pension & retirement benefits for faculty members and equivalent positions: Pension and retirement benefits would be admissible to faculty members and equivalent positions appointed before 01-07-2018 as per applicable Pension Rules of the State Government amended from time to time. **New Pension Scheme shall be applicable w.e.f. 01/07/2018 for all new entrants to the Service on or after 01/07/2018.** Faculty members of the AGMC appointed on or after 01-07-2018 shall be guided by the New Pension Scheme (NPS) as notified by the state government as amended from time to time.

14. Necessary Amendment to the relevant rules and regulations etc. will be made by the appropriate authority, wherever necessary.

15. This is issued with the concurrence of the Finance Department, Government of Tripura communicated vide their U.O No. 225-FIN(ESTT-II)/19 dated 26/07/2019 and as per approval of the Council of Ministers vide Memo No. F.1 (19)-GA (CAB)/2008 dated 22nd August 2019.

27/8/19

(Dr. Debasish Basu)
Secretary to the
Government of Tripura
Health & Family Welfare Department

Pay Matrix

Annexure - I

Fitment Table for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the pay matrix.

Pay Band (Rs.)	15,600/- - 39,100/-		37,400/- - 67,000/-	
Grade Pay (Rs.)	7,000/-	8,000/-	9,000/-	10,000/-
Index of Rationalization	2.67	2.67	2.67	2.72
Entry Pay (Rs.)	25,790/-	29,900/-	49,200/-	53,000/-
Academic Level	11	12	13A	14
Rationalized Entry Pay (Rs.)-1	68,900/-	79,800/-	1,31,400/-	1,44,200/-
2	71,000/-	82,200/-	1,35,300/-	1,48,500/-
3	73,100/-	84,700/-	1,39,400/-	1,53,000/-
4	75,300/-	87,200/-	1,43,600/-	1,57,600/-
5	77,600/-	89,800/-	1,47,900/-	1,62,300/-
6	79,900/-	92,500/-	1,52,300/-	1,67,200/-
7	82,300/-	95,300/-	1,56,900/-	1,72,200/-
8	84,800/-	98,200/-	1,61,600/-	1,77,400/-
9	87,300/-	1,01,100/-	1,66,400/-	1,82,700/-
10	89,900/-	1,04,100/-	1,71,400/-	1,88,200/-
11	92,600/-	1,07,200/-	1,76,500/-	1,93,800/-
12	95,400/-	1,10,400/-	1,81,800/-	1,99,600/-
13	98,300/-	1,13,700/-	1,87,300/-	2,05,600/-
14	1,01,200/-	1,17,100/-	1,92,900/-	2,11,800/-
15	1,04,200/-	1,20,600/-	1,98,700/-	2,18,200/-
16	1,07,300/-	1,24,200/-	2,04,700/-	-
17	1,10,500/-	1,27,900/-	2,10,800/-	-
18	1,13,800/-	1,31,700/-	2,17,100/-	-
19	1,17,200/-	1,35,700/-	-	-
20	1,20,700/-	1,39,800/-	-	-
21	1,24,300/-	1,44,000/-	-	-
22	1,28,000/-	1,48,300/-	-	-
23	1,31,800/-	1,52,700/-	-	-
24	1,35,800/-	1,57,300/-	-	-
25	1,39,900/-	1,62,000/-	-	-
26	1,44,100/-	1,66,900/-	-	-
27	1,48,400/-	1,71,900/-	-	-
28	1,52,900/-	1,77,100/-	-	-
29	1,57,500/-	1,82,400/-	-	-
30	1,62,200/-	1,87,900/-	-	-
31	1,67,100/-	1,93,500/-	-	-
32	1,72,100/-	1,99,300/-	-	-
33	1,77,300/-	2,05,300/-	-	-
34	1,82,600/-	2,11,500/-	-	-
35	1,88,100/-	-	-	-
36	1,93,700/-	-	-	-
37	1,99,500/-	-	-	-
38	2,05,500/-	-	-	-
39	-	-	-	-
40	-	-	-	-